

Date: March 10, 2022

Time: 6:45 – 9:00pm *End of meeting 9:31*

Location: Remote Participation, via Zoom

Agenda (times are approximate)

1. Zoom Protocols, Review of Mission Statement and Group Meeting Protocols (5 mins)
2. Check-In (5 mins.)
3. Review of February meeting minutes (5 mins.)
4. Update and discussion about the process for DTG's review of warrant articles (15 mins.) - *postponed until April meeting*
5. Discussion about co-signing the AHRC's statement about the war in Ukraine (5 mins.)
6. Presentation and Discussion of Elizabeth Dray's resolution to increase diversity on Town appointments (20 mins.)
7. Presentation by Carlos Morales and discussion of the PCABSC's warrant article to establish a Police Civilian Advisory Board – (beginning at 8PM, 60 mins.)

Minutes: Taken by Elizabeth Dray, Rebecca Gruber

In attendance: Rebecca Gruber, Elizabeth Dray, Kellye Eversole, Lynette Culverhouse, Anne Cheung, Sarah McKinnon, Mona Mandal, Stephanie Ettinger de Cuba, Shafaq Islam, Ileana Gatica, Carlos Morales, Rebecca Booth-Fox

1. Zoom Protocols, Mission Statement, Group Meeting Protocols and land acknowledgement were read.
2. Review of February meeting minutes – minutes approved
3. Discussion about co-signing the AHRC's statement about the war in Ukraine
 - a. Thank you to Ileana for the effort she is making to bring together the various groups in town engaged in social justice work. It has been successful in that AHRC has asked DTG to join in planning an AAPI Heritage Month event.
 - i. Looking for a group of volunteers
 1. There is a high school club that might be good to reach

out to. DTG has had good experience working across generations.

2. Add Mona, Anne and Stephanie to the email distribution list.

b. Statement update

- i. Feedback was well received by the AHRC and Jillian Harvey
- ii. Susan Ryan-Volmer and Ileana will rewrite the statement
- iii. Should stay away from politics, centering the people and not the government. But should not be watered down so much that nuances are lost. Can not mention regimes without discussing the US role.
- iv. Discussed media bias in coverage. Should also be included in the statement.
- v. Thoughts about some future work to make a more extensive statement about the state of the World.
- vi. Appreciation for DTG's inclusive process was expressed as people felt heard especially as it had a quick turn around.
- vii. Interest in a broader statement about other countries' actions, including the United States
- viii. Discussion of having a standard DTG policy in support of immigrants / refugees, gov't taking a strong stand when a country is invaded or certain groups have been discriminated against or stripped of their rights.

Presentation and Discussion of Elizabeth Dray's resolution to increase diversity on Town appointments (20 mins.)

A. Link to original article:

https://docs.google.com/document/d/1A89wQzmOsaZyJVWMX4HR3j1NhYtBeN_T8KUZcLYyLWw/edit?usp=sharing

- B. Resolution asks the Town to be intentional in their outreach to a diverse population and appointing applicants from underrepresented groups to make the public bodies more diverse and more representational of the Town**
- C. This is a goal that the Town / Select Board has talked about, but when you look at the actual membership of most boards they tend to be white and middle class, unless it's a body that specifically pertains to a diverse population.**
- D. After meeting with the DEI Director, Jillian Harvey suggested an amendment. Here is the text of her suggested changes: "To see if the Town will vote to deepen Arlington's commitment to diversity, equity and inclusion by resolving that it is the desire of Town Meeting that the Town's appointing authorities prioritize and center the communal goal of increasing the diversity of Town boards and committees by intentionally breaking down barriers that have inhibited applicants from underrepresented groups from applying for these positions so that these public bodies reflect the diversity of Arlington residents including race, gender orientation, sexual**

orientation, economic status, disability, age, veteran status and other forms of diversity; or take any action related thereto.”

- E. The focus of her suggestion is breaking down the barriers by outreach, engagement and education, including making sure people are educated on how the Town works such that the benefits of inclusion are understood.
- F. Responses:
 - a. Thank you to Elizabeth for her work on this.
 - b. The reaching out piece is really important.
 - c. Liked the original which put some pressure on the Town to do the outreach, but thinks maybe a synthesis with the amendment might make sense.
 - d. Concern about whether the amendment holds anyone accountable.
 - e. Is there any language around specific percentages of representation?
 - f. If you don't work on the barriers, you're not going to resolve the issue. So even though the amendment may not be as direct, the working on the barriers is essential.
 - i. Jillian Harvey specifically said to stay away from quotas.
 - g. The both / and strategy is important, i.e., having both the outreach and the breaking down of barriers.
 - h. Does anyone know how Arlington compares to neighboring towns in having representation on our Town committees? What might we learn from what other towns have faced, which might be comparable to what Arlington faces, and how other towns have overcome this issue.
 - i. The Town's equity audit might provide some answers to that question.
 - i. The Arlington Public Schools are also going to be doing an equity audit. Do you know if the Town audit will look at committees, etc.? Resolutions are typically aspirational. And you can build on the resolution to drive action items.
 - j. Would like DTG's support for a hybrid of whatever form this will end up taking.
 - k. A motion has been made for DTG to support the intent. Voted unanimous approval.
 - l. Will be heard at the March 23 Select Board meeting and encourage people to attend and speak.

- 4. Presentation by Carlos Morales and discussion of the PCABSC's warrant article to establish a Police Civilian Advisory Board – Link to report made to Select Board by the PCABSC:

file:///C:/Users/Rebecca/Downloads/Civilian_Police_Advisory_Reference.pdf

- a. History of Working Group was provided
 - i. Met 17 times over the last year
 - ii. Original charge for the committee was reviewed.

- iii. Reviewed what other communities have done (Pittsfield and Cambridge.)
- b. Findings-3 key points that helped them decide that a police advisory board would be a powerful positive force for Arlington
 - 1. APD is very professional and proactive, most interactions positive, however some sections of the community didn't feel that interactions were always positive and they were reluctant to report their experiences to the police.
 - 2. The official process of complaints doesn't meet the needs of all residents. Need for an anonymous option.
 - 3. Held extensive listening sessions with positive feedback that also exposed the need to build more trust between community and APD.
- c. Goals of the Civilian Advisory Board
 - i. Increase understanding of community and appropriate behavior towards.
 - ii. Build trust.
 - iii. Provide APD with a public forum for police personnel policies, procedures and data that will make us feel safe with the way policing is done.
- d. Committee members will be appointed by diverse commissions.
- e. Reviewed eligibility to serve on the committee and the change made by the Select Board.
 - i. Discussed that change and reactions
 - ii. Benefit of having police expertise does not outweigh the safety benefit of keeping the environment free of police.
 - iii. How will PCABSC approach an amendment?
 - 1. Up to Town Meeting to vote on the final language
 - 2. Letters from different commissions to support the warrant and a language change.
 - 3. Will PCABSC put it forward or will an individual? Carlos thinks an individual will once the committee is dissolved. Clear communication to TMMs needed about who is doing it.
- f. Questions
 - i. How did the committee interpret the negative interactions, what are your sources, how did you reach out considering the trust aspect and that the Police Chief was a member of the group. How did you get the stories that you needed to hear?
 - 1. This was a huge challenge. Held listening sessions. Acknowledge that we didn't hear everyone but heard some powerful stories that helped convince people. But we do need data that doesn't exist now. Data is important to look for patterns and trends.
 - ii. What are the powers and responsibilities of the commission to investigate complaints against the police department?

1. Can ask anything that is in public records about investigations and resolutions, keep a database
 2. Forum for public feedback
 3. Can investigate by submitting to the POST state body for them to investigate.
 4. Collective bargaining was an obstacle to being able to investigate.
 5. Educating and reaching the community.
- iii. Question about members of CAB's training's focus on understanding the role of the police but not the reverse, i.e, understanding the community they are serving. For example, there is no need for cultural or linguistic competence training for commission members. PCABSC thought that some of those community members will be part of the commission but acknowledges that this is important. DTG member suggested that we should move away from cultural "competence" language towards cultural "responsiveness" or cultural "humility" framework
 - iv. The HUGE requirements for commissioners are a barrier to involvement.
 - v. The language is police focused, not focused on the community who is affected by the police. Why? Need to understand how the APD works so you can diagnose what is not working and help people navigate it.
 - vi. Do the appointees have a responsibility to report back to their nominating committee? No, but the appointing committee can express that that is one of the expectations, a norm of behavior.
- g. DTG's response
- i. Will we write a letter of support and based on what text? Original or amended? Before the start of Town Meeting
 - ii. Proposed that DTG draft a letter of support for original language and explaining why we are not supporting the SB's change. Other recommendations we feel are important and would support - cultural humility training, racial equity training, responsibility for appointees to report back.
 - iii. Will be written by Sarah and Lynette C.
 - iv. Is it more important to pass it without amendments and then we can work collectively with the other appointing groups about these things that are missing and move them that way?
 - v. Unanimous vote of approval.